

OFFICE OF WORK AND FAMILY LIFE  
UTAH DEPARTMENT OF WORKFORCE SERVICES

# ANNUAL PROGRAM REPORT 2007-2008



The Office of Work and Family Life (W&FL) combines the Office of Child Care, the Utah Healthy Marriage Initiative and the Utah Work/Life Awards. W&FL supports families by helping them provide stable homes and access quality child care and afterschool programs. It also helps companies to retain and recruit employees by recognizing those with the best workplace practices.



The year's highlights are included in this publication.

#### Office of Child Care

Child Care Policy  
Afterschool and Youth  
Quality Initiatives  
Professional Development

#### Utah Healthy Marriage Initiative

#### Utah Work/Life Awards



## CHILD CARE POLICY

This past year, two important legislative initiatives were put into practice:

- Creating a two-tiered child care eligibility system
- Background checks on Family Friend and Neighbor providers

### Two-Tiered Eligibility

In Utah, a single income eligibility threshold is used to determine whether a family may receive child care assistance. Evidence suggests that this creates a “cliff effect”, where some employees will reject a pay raise that jeopardizes child care subsidy. At the request of the Legislature, the Department implemented the two-tiered eligibility system on July 1, 2008. It allows Utah to use a lower income limit when making eligibility determinations for families seeking child care subsidies and apply a higher income threshold, as families’ eligibility is periodically re-determined. This helps families to be able to accept pay raises at work and not lose their child care assistance. August 2008 data shows a positive effect on families’ child care assistance.

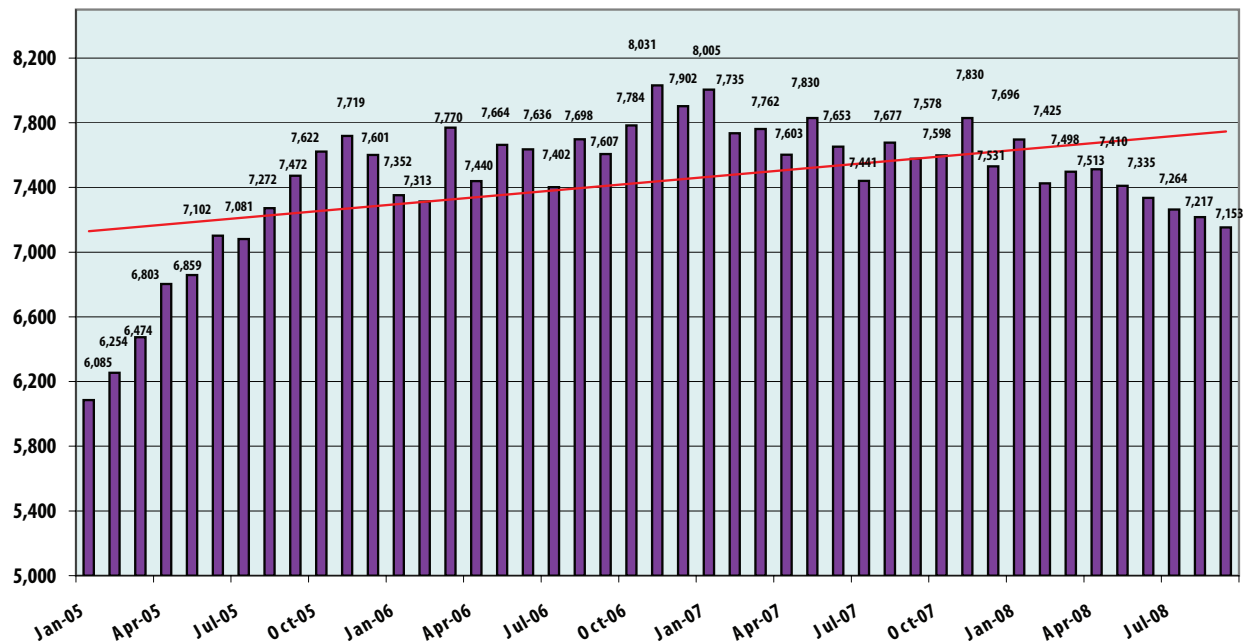
### Family Friend and Neighbor

Legislation was passed in the spring of 2008 giving DWS authority to conduct background checks on unregulated providers receiving money from DWS. DWS contracts with Department of Health Child Care Licensing to conduct the background checks. Since implementation on July 1, 2008 through September 30, 2008 approximately 1,300 unregulated providers have had background checks. Background checks are conducted on the provider and everyone age 12 and older living in their home. As of September 30, 2008, 120 providers and 59 household members have failed the background check

### Subsidy Info

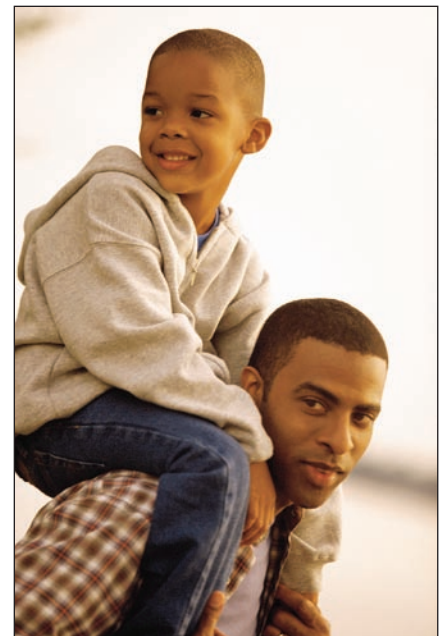
In an effort to keep families working, the child care assistance program is designed to help subsidize low income families with their child care expenses. The Employment Support Child Care program requires parents to be working a minimum number of hours per week and meet income guidelines. Parents who are receiving TANF (Temporary Assistance to Needy Families) may also receive child care assistance as long as they are participating in an employment plan.

## Total Number of Families Receiving Child Care Assistance



### Child Care Provider Help Line and Website

This past year, the child care provider helpline was automated and now allows providers different options to choose from when calling. The helpline fields around 500 calls a month that range from case status on parents attending their facility to general child care policy questions. Along with the helpline, the provider website was updated to allow child care providers access to basic child care subsidy information on those families receiving child care assistance and attending the provider's facility. Also, the website was updated to allow a provider to submit the required subsidy form, 980, online. This form is needed on all child care assistance cases and is how the provider supplies DWS with information concerning the monthly provider charge.



## AFTERSCHOOL AND YOUTH

### Youth Connections Grant and Kindergarten Match for Afterschool Programs

The Youth Connections Grant and the Kindergarten Match for Afterschool Programs are designed to help communities create safe, high quality programs for elementary school youth (through age 12) during the times they are not in school, especially while parents are at work.

The term afterschool refers to a broad range of community-and school-based activities in which children and youth participate before school, afterschool between 3:00 p.m. and 6:00 p.m. during the school year, and during the summer or other long breaks from school.

From July 2007 to June 2008:

- \$1,650,284.35 in grant money issued
- Youth Connections grantees continued to improve in overall quality. Using the School-Age Care Environment Rating Scale as a measure, the average scores went from 4.59 to 4.79 in year two of the program.
- 54 programs funded by Youth Connection Grants. In addition to the afterschool care, 21 offered a summer program and 20 offered before school activities
- Enrollment was 5,507, with an average daily attendance of 44 youth per program
- 227 children with special needs were served

### Kindergarten Match

- \$215,113 in grant money awarded
- 13 programs funded by the Kindergarten Match program
- Enrollment was 1,067, with an average daily attendance of 39 youth per program

### Safe Passages Grant

Safe Passages Grants, funded through TANF, were created to take an overall youth development approach to out-of-wedlock pregnancy prevention. The grant funds are focused on programs that serve Junior High and Middle School age youth. Each of these programs focus on a minimum of two prevention components: healthy body/lifestyles, financial literacy, healthy human relationships, career exploration, drug and alcohol abuse prevention, and pregnancy and sexually transmitted disease prevention.

From July 2007 to June 2008:

- \$373,116.17 in grant money issued
- 21 Safe Passages Grants awarded
- 3,890 youth served
- Youth engaged in 8,600 hours positive learning activities and experiences

## QUALITY INITIATIVES

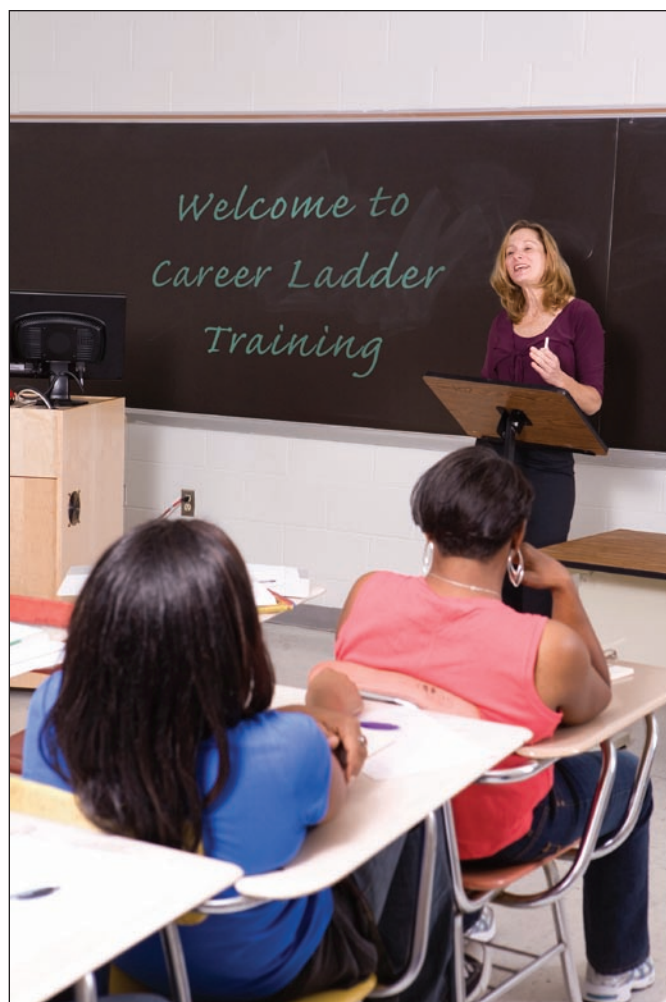
### Baby Steps Project

The Baby Steps to Quality Infant/Toddler Care Project launched in July 2003 and continues to this date. The goals of the project are to increase the overall quality of center-based infant/toddler child care and to increase the availability of quality infant/toddler care.

This project provides centers with funds for materials and equipment, staff training and a stipend to assist with other staff costs. Participating centers must meet increasingly higher quality standards as measured by the Infant/Toddler Environment Rating Scale – Revised (ITERS-R). Centers who meet their quality goals are able to continue their participation.

From July 2007 to June 2008:

- \$963,214 in grant money issued
- 79 child care centers participated, serving 1,134 infants and toddlers
- Observations and monitoring indicate significant improvements in the quality of care provided
- Staff participated in more than 6,500 hours of specialized training
- 32 new spaces equipped to provide above a minimal level of care were created
- 8 spaces created before the grant opened were upgraded; providing the resources to provide higher quality care
- New spaces were created in rural areas and along the Wasatch Front
- All spaces were filled within a month of opening





## PROFESSIONAL DEVELOPMENT

### CCPDI and Career Ladder

The Child Care Professional Development Institute (CCPDI) is responsible for providing training to child care providers, processing statewide professional development applications and issuing bonus checks to child care providers.

During the past year, **60,474** hours of low cost training were accessed by child care providers to enhance their professional development and program quality. That's the equivalent of over **29** years of 40-hour workweeks, attended after a full day's work.

The Career Ladder is a voluntary statewide training certification program for child care providers. Career Ladder participants receive certificates of recognition, as well as a cash bonus, for each level of training that they complete. The goal of the Career Ladder program is to increase provider participation in ongoing training in the field of early care and education. Professional endorsements are 40-hour courses that are an intensive study into specific areas of early childhood development. Training and longevity supplements are given to providers who remain at licensed centers and family child care programs. This is done in order to improve the quality of care children receive by improving training and reducing turnover among their caregivers.

During the past year, **774** Career Ladder Level Awards, **376** Career Ladder Endorsement Awards and **681** Training and Longevity Awards were given for a total of **\$710,400**.

### CCR&R

W&FL provides funding and program support for six Child Care Resource and Referral Agencies (CCR&R); these agencies provide quality child care resources to communities throughout the entire state.

#### Data:

Each CCR&R assembles and maintains a comprehensive database. The database is utilized to assess and update vacancies that child care providers may have and then to provide free, individualized information and referrals to parents that are seeking child care services. Parents can obtain child care referrals on the phone, via e-mail or website; they can also receive information regarding child care subsidy through links to their local DWS office. CCR&R's contact each elementary school in its service delivery area to inquire about after school, summer, off track and/or community programs. Each CCR&R database also contains data regarding local demographics that can be accessed by community organizations or other interested parties.

## PROFESSIONAL DEVELOPMENT *(continued)*

### Training:

CCR&R's strive to recruit, train and to retain quality child care providers. CCR&R's offer low cost training curriculum designed to help new providers build basic child care skills or to enhance the skill level of seasoned providers. Start up 'grants' are offered as reimbursement to new providers for becoming licensed, last year, over **\$56,000** was awarded to new child care providers. 'TEAM' grants are also offered to providers who complete specified levels of training, these grants are awarded in the form of child care materials that are related to the training that has been successfully completed such as, developmentally appropriate toys for special needs children; last year over **\$37,000** of child care materials were earned by providers. Training schedules and a wealth of valuable child care related information are posted on each CCR&R's website and are found within each CCR&R's free quarterly newsletter.

### Mentoring:

CCR&R's have also initiated a mentor program to help family child care providers organize, market and expand their programs. Mentors can help providers become experts on guidance, discipline and child development. In addition, mentors can help providers tailor their program to serve the needs of infants, toddlers or children with special needs.

### Referrals by Age for FY08

(FY08 = July 1, 2007 to June 30, 2008)

Child Care Resource and Referral Region	Number of All Referrals
Bridgerland	1,241
Northern	3,856
Metro	8,139
Mountainland	1,782
Eastern	614
Western	1,428
<b>Total</b>	<b>17,060</b>

This year's total of 17,060 referrals equates to 328 referrals per week.

### Top 3 reasons that parents call the CCR&R

1. Resources for infant/toddlers, including referrals for child care
2. Resources for out of school time, before school, after school, pre-school, summer care and activities
3. Overall community resources, such as information about subsidy

# UTAH HEALTHY MARRIAGE INITIATIVE

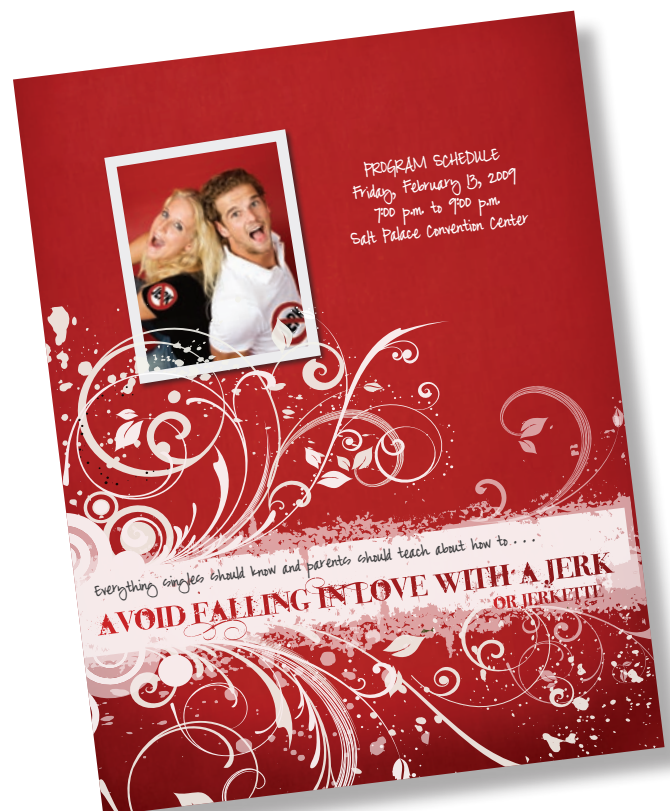
## UTAH HEALTHY MARRIAGE INITIATIVE

The Utah Healthy Marriage Initiative focuses on helping people form and sustain a healthy and enduring marriage by promoting and providing marriage education services, resources, and training. The program is guided by the Utah Commission on Marriage, which is a 15-member advisory board. The initiative fulfills the purposes of TANF, which includes the formation and maintenance of two-parent families.



Components of the statewide initiative include the following:

- Four local coalitions to build local service capacity.
- A website, [www.utahmarriage.org](http://www.utahmarriage.org), supporting healthy marriage with two free on-line marriage courses, a free course for new parents, and other researched information and resources. The site receives an average of 3,669 unique visits per month.
- Distribution of an English and Spanish language healthy marriage booklet to all couples that apply for a marriage license.
- Promotion and expansion of the high school course, "Adult Roles and Financial Literacy."
- A couples' counseling training seminar is conducted annually during Marriage Week USA for professional and faith-based counselors and family life educators.
- A healthy marriage conference for the general public is held in five counties during Marriage Week USA.







## UTAH WORK/LIFE AWARDS

### UTAH'S BEST PLACES TO WORK™

The Work/Life Awards recognize companies that understand and address the needs of their employees. This past year, the Awards celebrated its 10th year. 188 companies applied to be considered the "Best Places to Work in Utah". 21 companies won the award. The winners are:

#### **MICRO COMPANIES** *(fewer than 50 employees)*

Cirque Corporation  
Fehr & Peers  
The Intrepid Group  
Petzl America  
Utah Foster Care Foundation

#### **MEDIUM COMPANIES** *(50-500 employees)*

Cooper Roberts Simonsen Associates  
ForeverGreen  
Futura Industries  
Intermountain Financial Group/Mass Mutual  
The Leavitt Group  
Marriott Vacation Club International Owner Services  
Software Technology Group  
TURN Community Services  
Westminster College

#### **LARGE COMPANIES** *(more than 500 employees)*

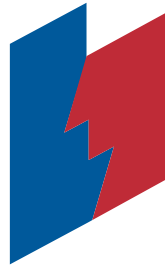
1-800 CONTACTS  
ARUP Laboratories  
Citi Cards  
Comcast  
Mountain America Credit Union  
Nicholas & Company, Inc.  
USANA Health Sciences

#### **LEGACY COMPANIES**

The new category of Legacy Status was instituted this past year. This status is for companies who have won the Award for at least 5 years (not necessarily consecutively), taken an active leadership role in workplace excellence in the business community, supported the mission of the Utah Work/Life Awards by sharing best practices with other companies, hosted strategy and planning events and introduced new companies to the award. In order to be eligible for Legacy Status, companies must win the Award and then can be considered for the additional recognition.

The Legacy Status Winners are:

ARUP Laboratories  
1-800 CONTACTS  
Futura Industries  
Nicholas & Company, Inc.



## **Department of Workforce Services**

**[jobs.utah.gov](http://jobs.utah.gov)**

### **Equal Opportunity Employer/Program**

Auxiliary aids and services are available upon request to individuals with disabilities by calling (801) 526-9240. Individuals with speech and/or hearing impairments may call Relay Utah by dialing 711.

Spanish Relay Utah: 1-888-346-3162.